

Comprehensive State Plan for Workforce Development Annual Report to the Governor 2009-2015

*Part III and IV
Assessments, Goals and Priorities
October 15, 2008*

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Part III. ASSESSMENTS

- WDC Accomplishments and Activities
- Accomplishments of LWIBs (to be provided)
- Summary and Major Highlights of Multi-Year Plans
- Summary and Major Highlights of Best Practices

NOTE:

There are information gaps to be filled. All information/data are preliminary and are not to be quoted at this time. Some require changes.

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WDC ACCOMPLISHMENTS and ACTIVITIES

- Since 2001, at least 90 leaders from *business, non-profit, and government* sectors served as members or designees
- Between 2001-2008, led awareness about major workforce challenges.
 - *need for new economy (focus of Act 148)*
 - *aging workforce*
 - *skill development of incumbent workers*
 - *leaky educational pipeline*
- Led advocacy for “e³ solutions”
 - *economy, education, employment*

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WDC ACCOMPLISHMENTS and ACTIVITIES

- Advanced 2001 planning goals with NGA Pathway to Excellence project. Participating leaders identified the following focus.
 1. *Increase percentage of Hawaii residents with living wage jobs*
 2. *Reduce the gaps between workforce demand and supply of individuals with post-secondary degrees and certificates*
 3. *Create and increase opportunities for participation in post-secondary, training, and employment by people with employment barriers.*
 4. *Implement policies and practices design to increase the skill levels of incumbent workers*
 5. *Increase the number of adults graduating from Hawaii institutions with post-secondary credentials by 25% by 2010*

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WDC ACCOMPLISHMENTS and ACTIVITIES

- Addressed Act 148 (new economy industries) with DBEDT and LWIBs

-All 4 LWIBs identified emerging or target clusters or sectors in 2004.

-DBEDT leads in refining projection methodologies for emerging industries.

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WDC ACCOMPLISHMENTS and ACTIVITIES

- Set NGA project-based strategic direction of WIA Title 1-B Program 2007-2009 State and Local Area Plans.

-job quality gap

-workforce supply gap

-workforce preparation gap

-youth gap

-one stop job center gap

-communication and coordination gap

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WDC ACCOMPLISHMENTS and ACTIVITIES

- Held policy forums for leaders and multi- stakeholders

-2005 NGA "Core Strategy" Forums

Key Presenters: Graham Toft, Dennis Jones

-2005 Best Practices Forum

Key Presentations: Kentucky, Silicon Valley NOVA WIB, Wisconsin

-2006 WDC Forum

Key Topics: Usual Gaps, Workforce Housing

-2008 WDC Forum

Key Topics: sector-based strategies, innovation strategies

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WDC ACCOMPLISHMENTS and ACTIVITIES

- Sought /supported funding for strategic transformation or specific project
e.g.
 - WIRED grant (unsuccessful)
 - HSCFN Technology-Based Learning Initiative grant (unsuccessful)
 - UH Center for Disability Studies HireAbilities, MIG
 - Reed Act
 - Hawaii Career Resource Network grant
 - NGA grants for technical assistance

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WDC ACCOMPLISHMENTS and ACTIVITIES

- Completed tools for initial analysis of workforce development programs
 - *Funding Diagrams in 2004 & 2005*
 - *Directory of Workforce Development Programs in 2007*
- Facilitated assessments/evaluation study
 - *WIA Title I-B Program Annual Performance Reports*
 - *2008 Findings and Recommendations of the Educational Workforce Working Group*
 - *2003 WDC Statewide Evaluation Study-One Stop Center Activities*

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WDC ACCOMPLISHMENTS and ACTIVITIES

- Advanced various recommendations

Voluntary Schemes e.g. BYWT, LiLA, Kama'aina Come Home

Directives (regulations) e.g. Rapid Response Training Program and Revolving Fund in DBEDT

Initiatives (one year project, pilot-type) e.g. Construction industry pre-apprenticeship program, Solution at Work Publication

Direct Funding e.g. grants-in-aid for Maritime Academy and HIPA Jobs Initiative (Construction Workforce Action Plan), HISchTech Research and Publication on Innovation and Technology Workforce.

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WDC ACCOMPLISHMENTS and ACTIVITIES

- Attended meetings of goal-forwarding partnerships and networks
e.g.,
NGA
NAWB
P-20 Council
UHCC-DOE Coordinating Council
UH BOR CATECAC
2050 Sustainability Plan
Tourism WD Strategic Plan
Nursing Summit
State Council for Vocational Rehabilitation
DOE Online Education Expansion Task Force
Hawaii College Access Network (GEAR UP)
Agricultural and Resource Management Industries Advisory Board
and more

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Accomplishments-LWIBS

– *To be inserted once Local Areas complete*

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Summary and Major Highlights of Relevant Multi-Year Plans

- HTA Tourism Plan
- HiSciTech Plan
- Hawaii State Center for Nursing Plan
- Hawaii State Teachers Education Committee
- HIPA Construction Industry Action Plan
- P-20 Initiative Plan
- Early Learning Educational Taskforce
- CTE
- WIA
- Hawaii State Comprehensive Economic Development Strategies

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Summary and Major Highlights of Relevant Best Practices

- NGA Governor's Guide to Creating a 21st Century Workforce

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Part IV. Goals and Priorities 2009-1015

- Overall Priorities
- Details
 - General Population
 - Primary Industries
 - Emerging Industries
- Individual County Priorities

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Overall Priorities

- Improve the delivery of timely education and training to prepare current and future workers for high-skill occupations
- Focus more attention on upgrading the skills of incumbent workers
- Expand the labor pool in the face of a long-term labor shortage

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Goal #1. Improve the delivery of timely education and training to prepare current and future workers for high-skill occupations.

- a. Specifically prepare workers for STEM (Science, Technology, Engineering, Math), Information Technology, Healthcare, Teachers, Safety and Security, and Energy and Environment. Provide graduate fellowships and four-year scholarships as incentives to future teachers and practitioners in the field.
- b. Expediently implement the American Diploma Project Network in Hawaii to improve preparation of students for key transition points throughout the education-to-work pipeline, starting with pre-kindergarten.
- c. Provide mechanisms to facilitate experiential learning for students and youth in youth programs.

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Goal #2. Focus more attention on upgrading the skills of incumbent workers.

- a. Provide incentives for incumbent worker upgrade training; specifically, initiate a state-funded pilot to introduce Lifelong Learning Accounts ("LiLAs") and test their feasibility for Hawaii's businesses and their employees.
- b. Support the 2005 Economic Momentum Commission's recommended "Rapid Response" training fund within the University of Hawaii Community Colleges to design and deliver customized "just-in-time" training according to employers' specifications.
- c. Create an interactive searchable statewide training database where training providers can respond to defined employer needs.

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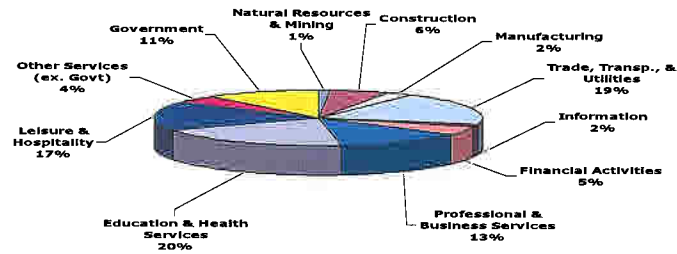
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Goal #3. Expand the labor pool in the face of a long-term labor shortage.

- a. Support Kama`aina Come Home strategies.
- b. Hire people who are underrepresented in the workforce.
- c. Seek immigration reforms and strategies to allow more immigrant workers and talent into the country.

2016 Industry Projections

Employee Distribution

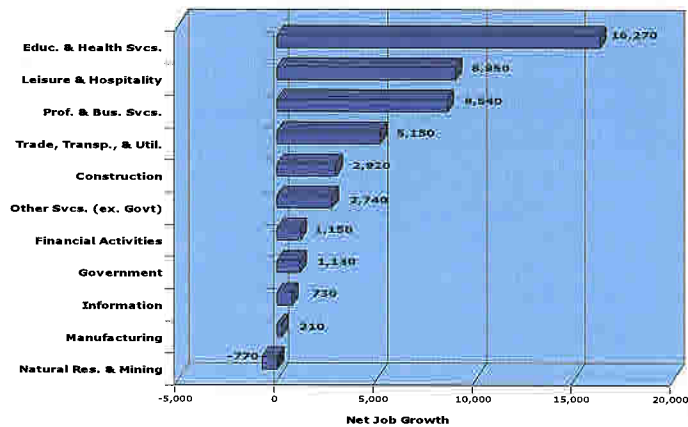


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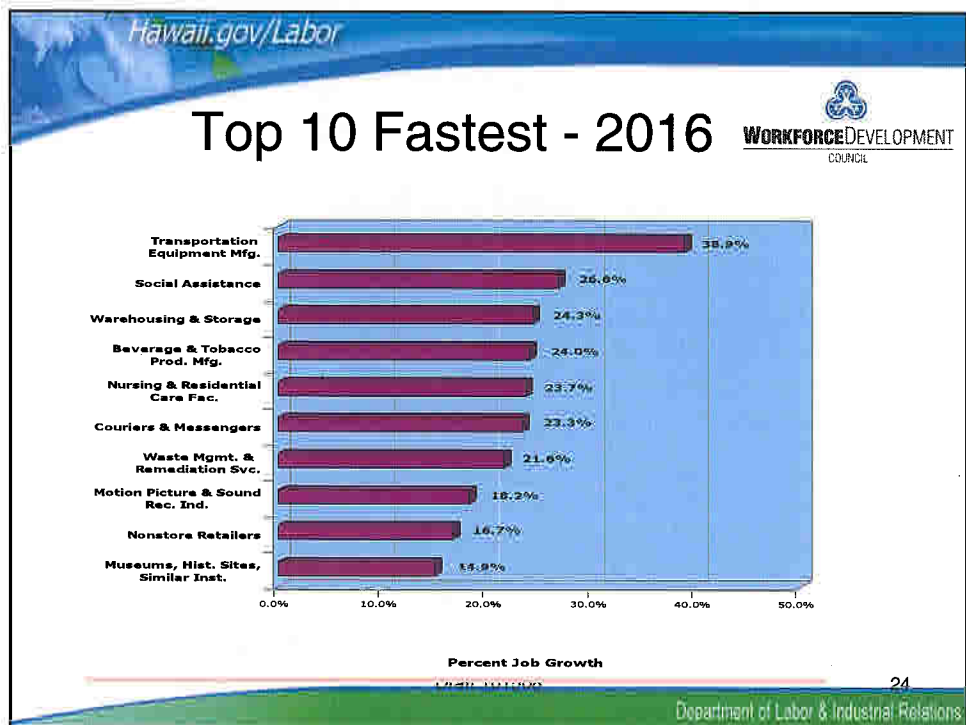
Net Job Growth



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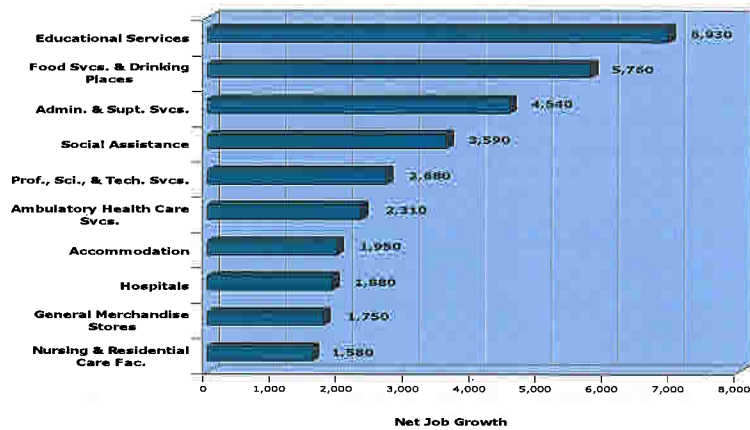
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Largest Job Growth - 2016



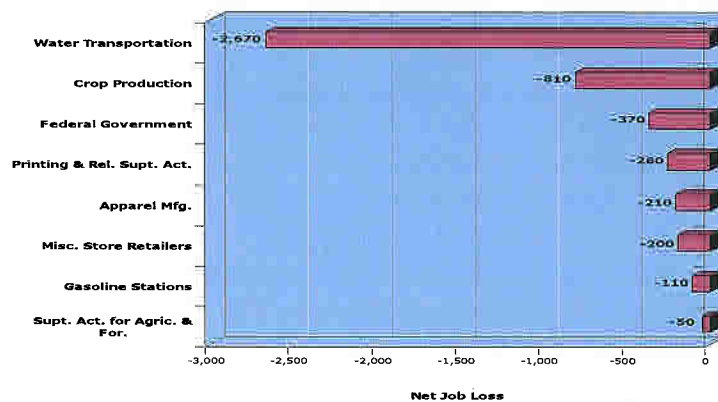
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Declining Industries - 2016



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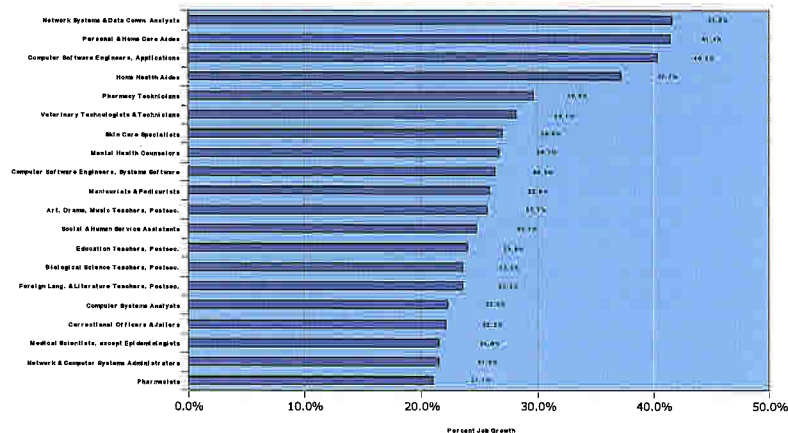
2016 Occupation Projections

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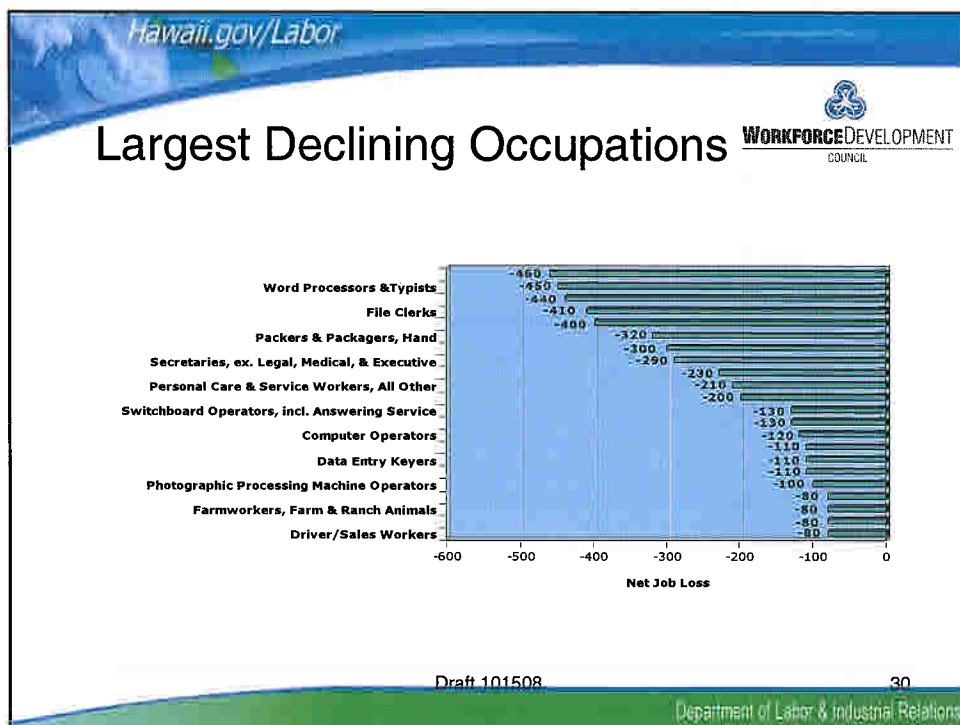
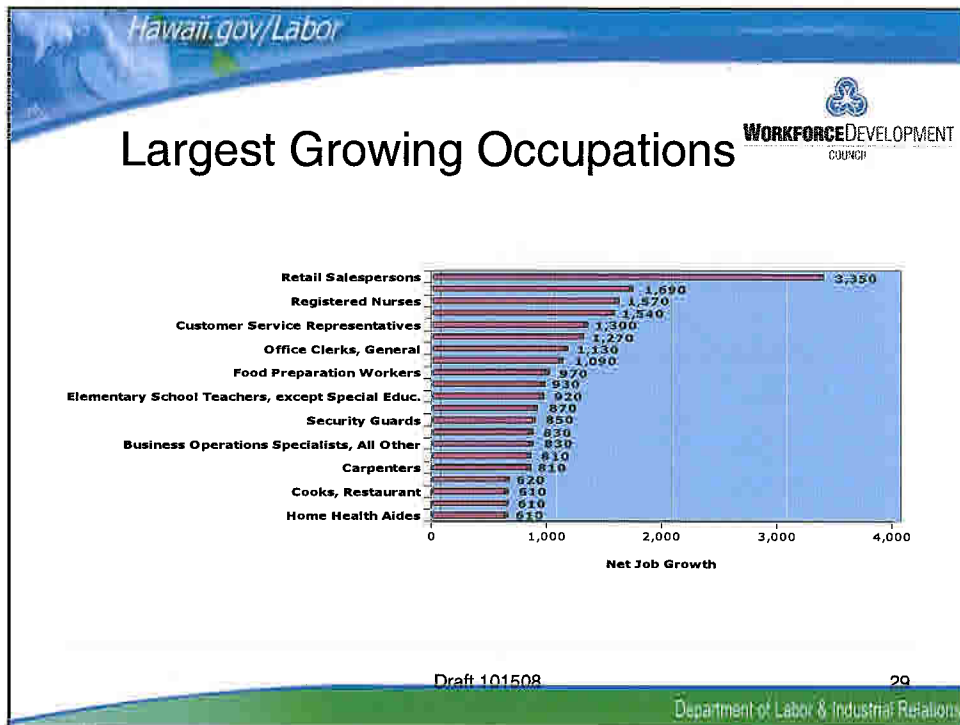
Fastest Growing Occupations

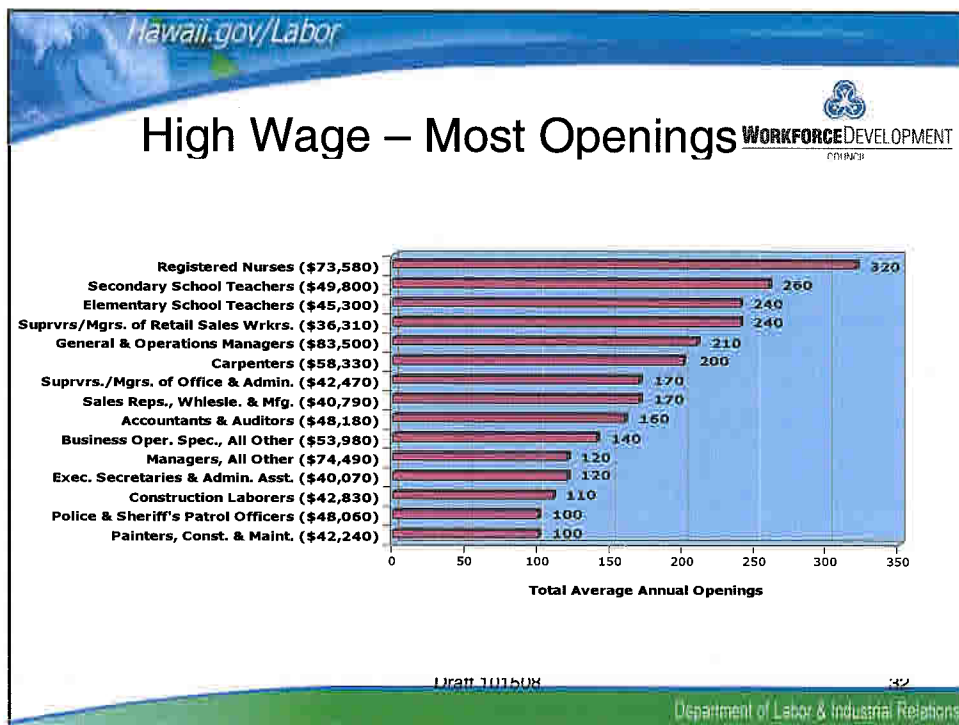
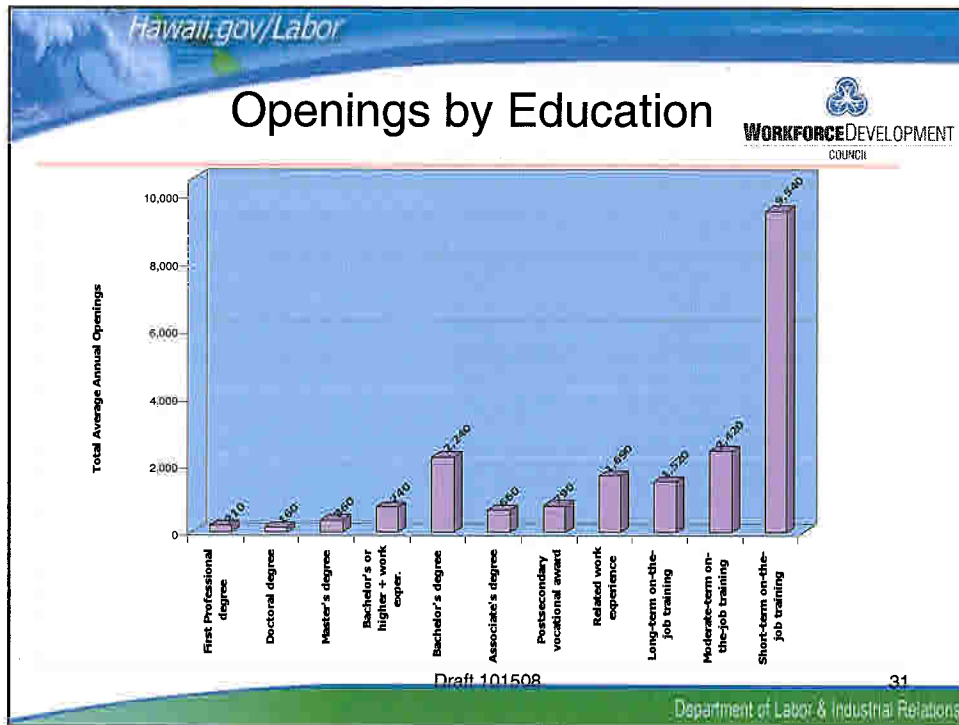


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Emerging Industries

- Preliminary data
- From DBEDT

Individual County Priorities

Oahu



- Work readiness – implementing a certificate system that can be used by all, is transferrable, and can be updated
- Older adults – collecting and making available to others “Best Practices” for retaining, maintaining, retraining older adults to the workforce
- Leading Indicators – providing an inventory of economic/workforce leading indicators that is constantly updated on the web
- ETP program – doing redrafts/updates of application forms and collaborating with other WIBS
- Career development/job matching planning – analyzing new approaches, such as TORQ, to determine their benefit to Oahu job seekers/providers
- Business partnership with Roosevelt High School to support “pipeline” of motivated, work ready students

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Maui



- Economic Development: To be able to utilize our workforce as part of the community's economic development strategy. To contribute to the business retention and growth strategy of the community, as well as the more traditional business attraction that is an ongoing effort for the County.
- Worker Supply: Collaborate with the community to develop a competitive workforce advantage whereby our workers (our residents) are viewed as assets in our community and to our business sector. The investment in our “human capital” would enable our County to remain competitive in attracting new businesses to the islands, as well as help us meet both present and future needs that contribute to the vitality of our business climate.

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Maui



- Use of Resources: Workforce development is a key economic development component for business attraction within our local area. To develop our labor pool to have the knowledge, skills and ability needed by employers (current and potential). The effectiveness of training programs contributes to business attraction for our community.
- Youth Development: Empower high school graduates (or equivalent) with the requisite skills to enter the labor force or continue on to post-secondary education. Enable students to have access to the supportive services they need, career guidance, caring adults (e.g. mentors), leadership opportunities and academic excellence.

Maui



- Education and Training: To help facilitate collaboration and communication between industry and local education/training entities. This will also include trade unions and their respective apprenticeship programs. Facilitating this connection will help both employers and employees/individuals understand their respective potential and career pathways and ultimately encourage skill development to attain these goals.

Kauai

- Develop and implement Corporate Plan
- Map community and board assets; organize resources
- Identify talent pipelines and workforce needs for each of our 6 primary industry clusters
- Develop methodology to identify, compile, and present labor market information in a format useful for determining WIB effectiveness and for developing community-based workforce action plans

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Kauai

- Create a mechanism to keep the community apprised of available training opportunities and other support services, as well as how to access these services
- Facilitate collaboration between business, government, and educators to effectively utilize resources to ensure the current and emerging workforce is equipped to adapt quickly to meet evolving community needs.

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Big Island



- **Employer Outreach and Services**

This will include the development of a business service center for use by local employers to conduct business activities related to employment and training. Employer representatives, will work closely with businesses, economic development entities, employment and training agencies and WIB to meet business needs. Specific employer liaisons will target various key industries, specifically technology, retail, and health services. They will help to coordinated and conduct business/employer forums. The forums, will be designed to address the specific focus groups to address employment and training needs of individual industries.

- **Labor Force Pool Expansion**

Extensive outreach efforts will help to identify, recruit and train under-utilized segments of the hard to serve and under-utilized populations that will help to meet the employment demands of business and industry. This under-utilized population includes, but is not limited to ex-offenders, youth, persons with disabilities, TANF clients, retirees, etc.

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Big Island



- **Technology Update**

Improving island wide communications to include videoconferencing for meetings and/or interviews will become more critical as we expand services to our employers. In order to better serve the unique needs of the Big Island, the HCWIB will provide laptops with wireless internet connectivity to allow providers to provide services to participants in rural areas.

- **Capacity Building**

Provide technical and administrative support to determine service delivery gaps, organize and convene meetings of various stakeholders, coordinate training efforts for the HCWIB and research possible grant possibilities. Support the HCWIB Strategic Planning Committee to help develop long term plans, directives and solutions for key employment and training for stakeholders in Hawai'i County.

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